



STATE OF NEW JERSEY

**FINAL ADMINISTRATIVE ACTION
OF THE
CIVIL SERVICE COMMISSION**

In the Matter of Charles Wilkins,
Network Administrator 2 (PS7256U),
Office of Information Technology

Examination Appeal

CSC Docket No. 2019-1190

ISSUED: NOVEMBER 26, 2018 (SLK)

Charles Wilkins appeals the determination of the Division of Agency Services (Agency Services) that he did not meet the experience requirements for the promotional examination for Network Administrator 2 (PS7256U), Office of Information Technology.

The examination at issue was announced with specific requirements that had to be met as of the March 22, 2018 closing date. The education requirements were a Bachelor’s degree which must include a minimum of 18 semester hour credits in mathematics and/or computer science. The experience requirements were four years of experience in the development, implementation, and maintenance of multinetwork, multi-user Local Area Network (LAN), Metropolitan Area Network (MAN), Storage Area Network (SAN), and/or Wide Area Network (WAN) environments. A total of 19 employees applied for the subject examination which resulted in 14 eligibles being admitted. The test has not yet been scheduled.

On his application, the appellant indicated that he possessed an Associate’s degree, attended numerous off-site computer networking training classes, was provisionally serving in the subject title from January 2012 to the March 22, 2018 closing date, and served in various telecommunications and computer-related titles from April 1988 to January 2012. Agency Services credited the appellant with having met the experience requirements, but determined that he lacked the required number of college credits in mathematics and/or computer science.

On appeal, the appellant submits his college transcript which indicates that he has six math credits and nine computer science credits. Additionally, he highlights that he has 240 hours of formal off-site computer networking training. Further, he submits a letter from the Deputy Chief Technology Officer who states that the appellant's network training classes were more specific to his duties as a Network Administrator 2 than college classes, which are more general in nature. Therefore, the Deputy Chief Technology Officer argues that the appellant's training is more than "equivalent" to the required college classes.

CONCLUSION

N.J.A.C. 4A:4-2.6(a) provides that applicants shall meet all requirements specified in the promotional announcement by the closing date. Further, *N.J.A.C.* 4A:1-1.2(c) states that the Civil Service Commission (Commission) may relax a rule for good cause in order to effectuate the purposes of Title 11A, New Jersey Statutes.

Initially, Agency Services correctly determined that the appellant was not eligible for the subject examination as the appellant's college transcript only indicated that he has 15 mathematics or computer science credits. However, on appeal, the appellant describes his 240 hours of off-site computer networking training and how it relates to the duties of the subject title. Therefore, the Civil Commission finds good cause to accept the appellant's formal off-site computer networking training as satisfying the three college credits that he lacks. Specifically, the appellant's supervisor confirms that this training was more specific to the duties of the subject title than college computer science classes. Moreover, as there is an examination that will test his knowledge in the applicable areas, the appellant will not be considered for appointment unless he passes the test and scores high enough to be reachable for appointment. Further, the Commission notes that the dual purpose of the Civil Service system is to ensure efficient public service for State and local governments and to provide appointment and advancement opportunities to Civil Service employees based on their merit and abilities. These interests are best served when more, rather than fewer, individuals are presented with employment opportunities. *See Communications Workers of America v. New Jersey Department of Personnel*, 154 *N.J.* 121 (1998). In this regard, the Commission is satisfied that the appellant's off-site computer networking training is sufficient to fulfill the education requirements for the examination. Accordingly, good cause is established to relax the provisions of *N.J.A.C.* 4A:4-2.6(a) and admit the appellant to the subject examination.

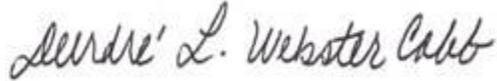
This determination is limited to the instant matter and does not provide precedent in any other matter.

ORDER

Therefore, it is ordered that this appeal be granted.

This is the final administrative determination in this matter. Any further review should be pursued in a judicial forum.

DECISION RENDERED BY THE
CIVIL SERVICE COMMISSION ON
THE 21st DAY OF NOVEMBER, 2018



Deirdré L. Webster Cobb
Chairperson
Civil Service Commission

Inquiries
and
Correspondence

Christopher S. Myers
Director
Division of Appeals
and Regulatory Affairs
Civil Service Commission
Written Record Appeals Unit
P.O. Box 312
Trenton, New Jersey 08625-0312

c: Charles Wilkins
Chris Rein
Kelly Glenn
Records Center